

# CORPORATE GUIDELINES ON HUMAN RIGHTS

## Respect for Human Rights

Nabors is committed to respecting the basic rights of the people with whom we work and avoiding engagement in any activity that encourages or solicits the abuse of another's human rights.

These Corporate Guidelines on Human Rights are guided by recognized international human rights principles, including those encompassed by the [United Nations Universal Declaration of Human Rights](#) and the [International Labour Organization Declaration on Fundamental Principles and Rights to Work](#). We strive to respect and promote human rights principles in accordance with the [United Nations Guiding Principles on Business and Human Rights](#).

These Corporate Guidelines on Human Rights apply globally to all employees (including temporary employees, consultants and contractors) of Nabors Industries Ltd. and its wholly owned subsidiaries and underpins our relationship with partners, vendors, suppliers and other stakeholders.

We endeavor to identify and prevent human rights risks throughout our global operations. If any human rights risk is identified, we strive to resolve it as soon as possible.

## Suppliers and Vendors

We encourage our global suppliers and vendors to uphold these principles within their own businesses.

## Diversity and Inclusion

At Nabors, we value diversity and inclusion. Diversity and inclusion are vital for our ability to grow and innovate in a fast-changing environment. We actively strive to build an inclusive culture across race, gender, age, religion, and identity that supports and celebrates unique perspectives. Representing more than 85 nationalities, our skilled and talented workforce is composed of individuals who represent a full spectrum of diverse values, opinions, backgrounds, cultures and goals.

As an equal opportunity employer, decisions are made without regard to race, color, religion, national origin, ethnicity, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or any other characteristics protected by law.

## Safe and Healthy Workplace

Nabors is committed to the safety of our employees worldwide. We strongly believe in our global goal to have zero incidents. We expect every Nabors employee to share this commitment as a condition of employment.

Mission Zero is more than a safety campaign — it is the culmination of a culture built with campaigns, training and programs that emphasize zero incidents at any Nabors location.

For a program to resonate with employees, it can take years to embed. Through a multi-prong approach, Nabors educates its employees on many fronts to emphasize the safety controls available. Our blended strategy encompasses videos, workshops, computer-based lessons and knowledge sharing to introduce new processes.

Our approach uses tools focused on prevention to provide a safe, healthy and drug-free work environment at all of our locations. This approach is how we prevent health, safety, and environmental hazards that could adversely affect our employees and customers or the public.

## Workplace Security

We are committed to protecting our employees and assets while maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

As a global company operating in many countries and within a broad spectrum of political environments, in all cases the safety and security of our employees is paramount. We publish a Security and Response Manual to address security and safety risks against the company and its representatives. Unstable countries are monitored on a regular basis and security risk assessments are issued to company offices, rigs and other assets. Rigs and facilities are provided with security adequate for the situation. If the safety of an employee is in doubt, that employee is relocated.

We take a proactive approach to security in every country in which we operate. Country specific training and orientation is provided to employees entering a country for the first time.

That orientation covers issues such as local customs and appropriate individual behavior, the safety of drinking water, the likelihood of bribery or corruption and the potential for crime. Employees are instructed on specific actions to take if problems are encountered.

## **Child Labor**

As a global employer, we ensure our workers meet the applicable working age requirement and prohibit the use of child labor.

## **Forced Labor and Human Trafficking**

We do not tolerate any use of forced labor or human trafficking.

## **Work Hours, Wages and Benefits**

We continue to build an organization that expects and rewards high performance, where all employees understand their roles and responsibilities, are held accountable in a fair and objective manner, and are fairly rewarded for their contributions. We offer fair compensation relative to the industry and local labor market and work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

## **Community Engagement**

We recognize that we are part of the communities in which we operate. As a good corporate citizen, we invest in communities where our employees live and work. Nabors continues to support community outreach activities, relating to four focus areas:

- Science & Math Education
- Safety & the Environment
- Health & Hunger
- The Arts

We respect the people in communities where we operate on matters of important human rights including, but not limited to, water and health access, and inclusion of vulnerable and disadvantaged groups.

Our operations occur on leasehold interests owned by our customers, who have the primary responsibility of communicating with local communities, including indigenous people.

We recognize the need to consult with indigenous communities, to apply the principles of free, prior and informed consent ([FPIC](#)) before activities are initiated, and to maintain ongoing dialogue. We are available to assist our customers in that respect as necessary.

We promote the representation of women, minorities, indigenous people and any vulnerable and disadvantaged groups in our workforce by ensuring equal employment opportunity, creating employee resources groups focused on professional development for these underrepresented groups, and partnering with external organizations who offer diversity training for our global workforce. Globally, we promote recruiting partnerships with indigenous communities in which we operate with a focus of hiring indigenous people.

## Employees Training

All employees participate in an annual training on our [Code of Business Conduct](#), which emphasizes our expectation that we should treat everyone with dignity and respect.

Employees with roles and responsibilities relevant to aspects of human rights in our operations such as Human Resources, Legal, Supply Chain, Quality, Health, Safety and Environment and those with supervisory responsibilities also participate in general awareness training specific to human rights.

## Guidance and Reporting for Employees

Nabors strives to cultivate workplaces of open and honest communication, where all employees are respected and valued.

These Corporate Guidelines on Human Rights are aligned with our [Code of Business Conduct](#). The Code of Business Conduct, including translations and related information, can be found via the Company's internet site: <https://www.nabors.com/nabors/policies>. Employees can report violations of the Code of Business Conduct or any corporate policy or guideline to their supervisor, another member of management, Human Resources or the Legal Department at any time. If anonymity is desired, the independent 24-hour Nabors Hotline, 1-877-NABORS7 (outside North America, call collect) or [nabors.ethicspoint.com](http://nabors.ethicspoint.com) can be utilized.

New and existing employees are required to complete an annual policy certification as to the Code of Business Conduct and compliance-related policies and guidelines where they affirm their commitment to the policy expectations.